

Snapshot date: 31.3.21

Difference in mean and median hourly rate of pay

| | Difference in the mean hourly pay | Difference in the median hourly pay |
|-------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference male to female | 21.1% | 30.8% |

Difference in mean and median bonus pay

| | Difference in the mean bonus pay | Difference in the median bonus pay |
|-------------------------------------|----------------------------------|------------------------------------|
| Pay gap % difference male to female | N/A | N/A |

Proportion of male and female employees who were paid bonus pay

| | Proportion receiving a bonus |
|--|------------------------------|
| Male employees (% paid a bonus compared to all male employees) | N/A |
| Female employees (% paid a bonus compared to all female employees) | N/A |

Proportion of male and female employees according to quartile pay bands

| | Quartile 1 Lower | Quartile 2 Lower middle | Quartile 3 Upper middle | Quartile 4 Upper |
|--|------------------|-------------------------|-------------------------|------------------|
| Male (% males to all employees in each quartile) | 10.6% | 10.8% | 20.8% | 28.3% |
| Female (% females to all employees in each quartile) | 89.4% | 89.2% | 79.2% | 71.7% |